

**Civilian Review Board Work Group Meeting #4
Recommendations Review & Collective Bargaining
September 22, 2020**

Location: WebEx
Time: 4:00pm – 6:00pm
Attendance: 13 group members

Purpose:

To convene the Civilian Review Board Work Group for the fourth of six work group meetings. During this fourth meeting, there was an emphasis placed on reviewing the feedback the workgroup members suggested regarding the role and responsibilities of the Columbus CRB. This meeting also included an overview of collective bargaining, and what the bargaining process entails relative to the CRB.

Work Group Charge

- To make recommendations to establish an independent civilian review board to investigate officer misconduct, recommend discipline and provide for civilian oversight and accountability of the Columbus Division of Police based on national best practices and community expectations.
- The Work Group shall examine similar boards and make recommendations on, among other things, how the board will be seated and structured, and the policies, procedures and funding necessary to accomplish its mission.

Meeting Summary:

- Mo Wright, Facilitator, kicked off the meeting with a recap of the discussion points and topics from meeting three. This included a recap of the Inspector General roles and responsibilities and how comparable cities, such as Chicago, govern their Office of the Inspector General.
- Mo Wright, Facilitator, then conducted a foundational overview of the suggestions made by the work group members of what the roles and responsibilities of the CRB should be. This included a discussion around CRB term limits, board member selection, and functionality of the CRB.
- Jennifer Edwards, BakerHostetler, gave a robust overview of the collective bargaining process. This helped to level set the group on how the bargaining process works and what the CRB can and cannot bargain with in the future.
- To close out the meeting, Matthew Smydo, City of Columbus, gave closing remarks and details about the next meeting.

Foundational Review of previous suggestions and recommendations from the work group:

➤ **Discussion of Member Term Limits and Selection**

- The question was raised if board members can renew for new terms indefinitely. Work group members believed that this could help with retaining institutional knowledge, but board members could become stagnant and rooted in their processes. Some members suggested that there be no term limit to ensure diverse board member representation.
- Work group members recommended that board members could serve (2) two, four-year term limits to help with retaining history and institutional knowledge.

- Majority of board members do believe that there should be a two consecutive term maximum, but there should be some cycling off once the members are done serving initially.
- Alternatively, at least one work group member believes that with the selection of board members there will be a large amount of time and money involved on training the CRB members, so there should be no term limits or longer terms because these members will be investments.
- Work group members would like to keep the flexibility of the number of board members between (7) seven and (11) eleven members potentially until the group knows all the functions and work the board will be doing.
- Board members should be selected through a hybrid model which could include two members from nonprofits and/or grassroots organizations to hold ex-officio seats for community members who are actively serving the community in various ways. These members would be expected to hold voting privileges.

Discussions surrounding the suggestions of functions and powers of the CRB.

➤ **CRB Functions and Decisions**

The following represent themes of the conversation surrounding the groups thinking about various aspects of CRB responsibilities.

- The board should be able to implement discipline decisions on police officers when a complaint is filed.
- The Inspector General should be responsible for conducting all investigations and reviewing complaints and bring this information back to CRB for review. However, the CRB needs to retain power to still direct investigations if they choose to.
- Violent crime cases should be sent over to the Inspector General for investigation. Upon the IG recommendation, the CRB can elect to do further investigation and/or provide reconciliation or mediation services.
- Work group members questioned how complaints would take precedence over each other. Some cities have all complaints come to same group or department and then they are divvied up to the group that is best suited to address the complaint.
- Some members believe issues should be initially reviewed by the County and they determine which ones would be pushed to the CRB.

Potential Oversight Functions Checklist

The following items are a checklist of functions and powers that work group members made recommendations around if they should be included within the CRB or placed within another entity.

- **Investigative Powers:** Yes
- **Review/Monitor Powers:** Yes
- **Audit Powers:** Yes
- **Adjudicative Powers:** Yes
- **Appeals Powers:** Yes potentially, but the types of appeals would need to be described.

- **Unilaterally Changing Ops. (Direct policy & Procedures) Powers:** Yes, and along with this potentially hiring a public policy professional.
- **Advising on Operations (Policy Development and Implementation) Powers:** Work group members chose not to make a decision on this until they have comparisons from other cities and more information on the functions of this power. Also, they want to know more information on budgeting and how it affects this power.
- **Subpoena/Compel Powers:** Yes
- **Liaison Powers:** A decision was not made on this power.
- **Mediation Powers:** Work group members did make a decision on this power because they want to know whether officer participation in mediation will be contractual or voluntary.
- **Community Outreach Powers:** Yes
- **Reporting Powers:** Yes. The CRB through the appropriate individual would make consistent data available about the cases it reviews, their outcomes, as well as trend data.
- **Hiring Powers:** Yes

Member's Attended:

- Jasmine Ayres
- Aslyne Rodriguez
- Erin Synk
- Janay Stevens
- Jonathan McCombs
- Nana Watson
- Densil Porteous
- Fred Benton
- Anthony Wilson
- Kyle Strickland
- Bo Chilton
- Kent Markus
- Stephanie Hightower

City Staff & Guests:

- Matthew Smydo
- Kate Pishotti
- Denise Bauer
- Jason Jenkins
- Lara Baker-Moorish
- Mark Carter
- Alexa Cellier (BakerHostetler)
- Jennifer Edwards (BakerHostetler)